TRAVANCORE LEGISLATIVE COUNCIL.

SECOND COUNCIL.

SECOND SESSION, 1102.

(*OFFICIAL REPORT.*)

Wednesday, the 10th August, 1927/25th Karkatakam, 1102.

The Council assembled at Eleven thirty-three of the Clock, M. E. Watts, Esquire, B. A., Barrister-at-law, Dewan, presiding. All except the following members were present:—Mr. K. C. Mammen Mappillai and Mr. Kallur Narayana Pillai.

QUESTIONS AND ANSWERS.

Hostels.

129. **MR. G. RAMAN MENON** (*Mavelikara* cum *Kartikapalli*): Will the Government be pleased to lay on the table a statement showing the following particulars in regard to the students who on the 1st Dhanu 1102 resided in hostels conducted or aided by the Government:—

(*a*) the number of students belonging to the following classes living in hostels, *viz.*, Malayala Brahmins, other Brahmins, Christians, Mahomedans, Nayars, other non-Brahmin caste-Hindus, Ezhavas, other *Avarna* Hindus, and others unspecified; and

(*b*) the percentage for each of the above classes of students residing in hostels, calculated on the total number of students belonging to each class in the institutions served by the hostels concerned?

MR. K. GEORGE (*Chief Secretary to Government*): (*a*) and (*b*) The statement * asked for by the member is laid on the table. The figures in the statement relate to colleges, other than the Law College, and the hostels serving them.

Overtime Allowance in the Government Press.

130. **MR. K. P. NILAKANTA PILLAI** (*Chirayinkil*): Will the Government be pleased to state:

(*a*) whether the employees of the Government Press were, prior to the recommendations of the Salaries Committee, paid overtime allowance in proportion to their pay;

(*b*) whether this system was revised, and, if so, on what ground it was so revised and what is the principle on which the present allowance is fixed;

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* *Vide* Appendix I—page 6 1.

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[Mr. K. P. Nilakanta Pillai.]

(*c*) whether the Press Committee recommended the system of overtime allowance obtaining prior to the recommendations of the Salaries Committee, and, if so, the orders passed on the recommendation;

(*d*) whether it is for clearing the arrears or meeting the urgent demands of the Government that the employees are asked to do overtime work; and

(*e*) whether they will be pleased to give the rate of pay given for overtime work in similar Government institutions elsewhere?

MR. K. GEORGE (*Chief Secretary to Government*): (*a*) The answer is in the affirmative.

(*b*) Yes. (*Vide* extract† from G. O. No. Fl. 812, dated the 22nd April 1922, which is laid on the table). The same rate is in force now.

(*c*) Yes; but this recommendation was not accepted by the Government.

(*d*) To meet the urgent demands of the Government.

(*e*) The Government have no information as to the rates given elsewhere.

MR. K. P. NILAKANTA PILLAI (*Chirayinkil*): With reference to part (*a*), may I know whether the system of allowing overtime allowance with reference to pay was in force ever since the inception of the Press?

MR. K. GEORGE (*Chief Secretary to Government*): I have no other information except that it was in force for some time.

MR. K P. NILAKANTA PILLAI (*Chirayinkil*): Am I to understand that the member is not in a position to say how long it was in force?

MR. K. GEORGE (*Chief Secretary to Government*): No.

MR. K. P. NILAKANTA PILLAI (*Chirayinkil*): May I know whether at the time this overtime allowance was fixed, the condition existing in similar Government institutions were properly considered?

MR. K. GEORGE (*Chief Secretary to Government*): I am unable to give an answer.

MR. K. P. NILAKANTA PILLAI (*Chirayinkil*): With regard to the answer to part (*b*), may I know whether the Salaries Committee, when they arrived at the decision, was enabled to arrive at that decision on any accepted principle or whether the question of retrenchment was in view?

MR. K. GEORGE (*Chief Secretary to Government*): Of course, retrenchment was the main question in view. They also considered the needs of the department.

MR. K. P. NILAKANTA PILLAI (*Chirayinkil*): With reference to part (*c*), may I know the reasons for rejecting the recommendations?

MR. K. GEORGE (*Chief Secretary to Government*): The Government thought that the rates introduced by the Financial G. O., of which a copy is given as an appendix, were satisfactory.

† *Vide* Appendix II—page 660.

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MR. K. P. NILAKANTA PILLAI (*Chirayinkil*) : May I know whether the work in the Government Press could possibly be done without resorting to the principle of overtime allowance and overtime work ?

MR. K. GEORGE (*Chief Secretary to Government*) : I do not think it is possible.

MR. K. P. NILAKANTA PILLAI (*Chirayinkil*) : May I know what are the urgent demands referred to in the answer to part (*d*) ?

MR. K. GEORGE (*Chief Secretary to Government*) : For instance, the printing of the Preliminary Edition of the Legislative Council Proceedings is an urgent demand ; the printing of answers to questions is an urgent demand.

MR. K. P. NILAKANTA PILLAI (*Chirayinkil*) : May I know whether the employees in the Government Press are responsible for the urgent demands on the part of the Government ?

MR. K. GEORGE (*Chief Secretary to Government*) : They are not.

MR. K. P. NILAKANTA PILLAI (*Chirayinkil*) : Then why should they suffer ?

MR. K. GEORGE (*Chief Secretary to Government*) : They do not suffer. They are given overtime allowance. It is only the question of rate that the member is speaking about.

MR. K. P. NILAKANTA PILLAI (*Chirayinkil*) : Whatever may be the amount of overtime work at present, they are not able to draw more than their pay.

MR. K. GEORGE (*Chief Secretary to Government*) : They cannot draw more than 50 per cent. of their pay.

MR. K.P. NILAKANTA PILLAI (*Chirayinkil*) : Is it the opinion of the Government that it is adequate remuneration ?

MR. K. GEORGE (*Chief Secretary to Government*) : When the order of Government was issued, the Government thought that it was adequate remuneration.

Overtime Work in the Government Press.

131. **MR. K. P. NILAKANTA PILLAI** (*Chirayinkil*): Will the Government be pleased to state :

(*a*) whether the employees of the Government Press are ordered to work for more than 12 hours a day during times of pressure ;

(*b*) the number of days in 1101 the Press worked after 8 P. M. together with the nature of the work for which the institution was kept open during nights ;

(*c*) whether they have spent any extra remuneration other than overtime allowance for such work, and, if so, the amount paid for the salaried staff for the work done during the Budget Session of 1101 ; and

(*d*) the maximum number of hours, according to factory laws the employees of a factory could be made to work at a stretch ?

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Appendix II.

***Vide* Answer to Question No. 130.**

EXTRACT FROM GOVERNMENT PROCEEDINGS NO. FL. 812, DATED TRIVANDRUM, 22ND APRIL 1923.

3. *Over-time Allowance.* At present a large amount of money is spent every year under over-time allowance to the salaried establishment. Of this, a major portion goes to the highly paid supervising staff. The Salaries Committee has stated that the expenditure under this head can be minimised if an officer is provided with free quarters in or near the Press premises. This arrangement is sanctioned. The Superintendent, Government Press, is requested to rent a suitable building near the Press, temporarily, on a monthly rent not exceeding Rs. 20, until permanent residential quarters are built on the premises.

4. Again, Government consider that the present rates of over-time allowance can be reduced in view of the increased rates of salary now sanctioned. At present, the employees in the operative sections are paid as over-time allowance a day's salary for every 7 hours over-time work. The following revised rates are sanctioned :—

	Rates per hour during day.	Rates per hour during night.
Employees with pay up to Rs. 15	1 ch.	1½ chs.
Do. above Rs. 16 up to Rs. 25	1½ chs.	2 chs.
Do. above Rs. 26 up to Rs. 35	2 chs.	2½ chs.
Do. above Rs. 36 up to Rs. 50	2½ chs.	3 chs.

Those drawing above Rs. 50 will not be eligible for over-time allowances.

The payment of the allowance will be subject also to the following Rules :—

(i) Over-time allowance will be calculated only on the actual salary drawn by the employees.

(ii) The amount of over-time allowance per mensem to any employee should not exceed 50 per cent. of his salary.

(iii) Over-time work of less than one hour at a time will not count for payment.

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